Business Development Executive (Industry Account Lead)

Centre	National Manufacturing Institute Scotland (NMIS) (www.nmis.scot/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Administrative and Professional	**Reference No**	861637
Reports To	Head of Business Growth	**Grade**	7
Salary Range	£38,448 - £46,970	**Contract Type**	Open Contract
FTE	1 (35 hours/week)	**Closing Date**	22/11/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Based at any NMIS location – Renfrew or Aberdeen – . Travel to other NMIS sites and customer locations will be required.		

Job Advert

Help industry strengthen and scale, through helping them innovate and turn ideas into real projects - join NMIS as a Business Development Executive (Industry Account Lead)

The National Manufacturing Institute Scotland (NMIS), operated by the University of Strathclyde, works with businesses of all sizes to tackle manufacturing challenges, explore new technologies, and turn innovation into practical industrial solutions. Bringing together industry, research expertise and world-class facilities, we help companies improve productivity, adopt advanced manufacturing and digital technologies, and develop new opportunities for growth.

We're looking for a **Business Development Executive (Industry Account Lead)** to help us build those connections and grow them into meaningful, long-term relationships. You'll work directly with companies to understand their priorities, identify opportunities for collaboration and help shape projects that deliver real value for industry.

This is a hands-on, customer-facing role for someone who enjoys working with people, understands the industrial environment and can bring together commercial and technical colleagues to move opportunities forward.

What you'll be doing

- Develop lasting relationships with new and existing industry customers, taking time to understand their businesses, challenges and ambitions.
- Connect customer needs with NMIS expertise and facilities, working closely with our engineering, research and project teams to develop successful proposals with strong industry impact.
- Help shape commercial and collaborative R&D opportunities, developing scopes of work, proposals and funding applications with colleagues.
- Build connections across industry networks and supply chains, including opportunities to bring companies together around shared challenges.
- Support the development of a portfolio of customer accounts, identifying opportunities for further engagement, repeat business and collaboration.
- Work as part of a strong Commercial Team, contributing to continuous improvement and maintaining a well-managed process using our CRM systems to support follow-up, visibility and progress.

What you'll bring

- Experience in business development, customer engagement or account development, ideally in manufacturing, engineering, technology or industrial innovation.
- An ability to build trusted relationships and communicate confidently with both commercial and technical audiences.
- Curiosity about how businesses operate and the ability to recognise where new technologies or research can make a difference.
- Good organisation and follow-through, with the confidence to coordinate people and progress opportunities from first conversation towards delivery.
- A relevant degree or equivalent professional experience, ideally in engineering, physical sciences or a related industrial field.

Experience of advanced manufacturing, digital technologies, AI/data-driven applications, materials or electronics would be welcome, but you don't need to be a specialist in every area. We're particularly interested in your ability to successfully connect customer needs with the right people and solutions.

Why NMIS?

You'll work alongside specialists across advanced manufacturing, digital technologies and industrial R&D, with the chance to engage a broad range of businesses and see how ideas develop into real projects with tangible impacts. With world-class facilities, leading experts, and strong partnerships across academia, government, and industry, we offer an unparalleled environment for innovation and growth, with a clear purpose – strengthening and scaling UK industry to achieve increased investment, jobs and growth.

Job Description

Brief Outline of Job:

The Business Development & Account Executive will play an important role in developing and strengthening NMIS relationships with industry, identifying new commercial opportunities and securing funded projects and collaborative partnerships. Working with companies of all sizes, from SMEs through to major industrial organisations, the role will focus on understanding customer needs, connecting them with NMIS capabilities and developing and winning opportunities with long-term engagement and industrial impact.

The post holder will support the full customer engagement lifecycle, from initial contact and opportunity development through to proposal preparation, project initiation and membership engagement. A key part of the role will be building and maintaining strong customer relationships, identifying opportunities for repeat business, and working closely with NMIS technical teams to develop solutions that address real industrial challenges.

Main Activities/Responsibilities:

1.	Develop productive relationships with existing customers and contacts, understand their forward priorities and identify opportunities for repeat and expanded engagement.
2.	Research and engage new prospective customers and industry partners across relevant sectors, including SMEs and larger manufacturers.
3.	Explore technical and commercial challenges through customer discussions, site visits, workshops and market intelligence.
4.	Match customer needs to NMIS capabilities, engaging engineering, research and project colleagues to develop credible solutions.
5.	Coordinate and contribute to clear, commercially appropriate proposals, statements of work and collaborative funding submissions, working with relevant technical and commercial teams.
6.	Support the progression of opportunities through internal approval and customer decision-making, maintaining momentum and timely communication.
7.	Help establish and support collaborative partnerships, consortia and innovation discussions and workshops where these will create value for customers and NMIS.
8.	Maintain accurate CRM records, account activity, opportunity status and forecasts in Microsoft Dynamics, in line with NMIS processes.
9.	Share customer feedback, market intelligence and emerging technology needs to help shape NMIS offerings and engagement priorities.
10.	Work constructively with programme management, technical, finance and marketing colleagues to support a positive customer experience and effective project handover.
11.	Represent NMIS at customer meetings, industry events and relevant networking activities, with travel as required.
12.	Contribute to continuous improvement of business development practices and undertake appropriate professional development.

Person Specification

Educational and/or Professional Qualifications (E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)	Essential/ Desirable	Assessment Method
E1 Degree-level qualification or equivalent professional qualifications with relevant experience. Background preferably in engineering, physical sciences or a related discipline	Essential	Application/CV
D1 Relevant professional membership or additional commercial or technical training	Desirable	Application/CV
Experience		
E2 Experience in business development, account management or a comparable industry-facing role, including developing customer relationships, understanding business needs and identifying opportunities for growth	Essential	Application/CV
E3 Experience identifying and progressing commercial opportunities, working with customers and internal stakeholders to develop solutions and achieve business outcomes	Essential	Application/CV
D2 Experience developing commercial opportunities involving AI, digital manufacturing, data-driven technologies or other emerging industrial technologies	Desirable	App/CV/ Interview
D3 Experience working with universities, research organisations, innovation centres or multi-partner collaborations	Desirable	App/CV/ Interview
D4 Experience preparing commercial proposals, statements of work or collaborative funding applications	Desirable	App/CV/ Interview
Job Related Skills and Achievements		
E4 Understanding of manufacturing, engineering, industrial technologies or applied R&D environments	Essential	App/CV/ Interview
E5 Ability to communicate technical and commercial information clearly to different audiences, and work effectively with technical and commercial colleagues	Essential	App/CV/ Interview
E6 Competence using standard digital tools, including CRM systems or equivalent, to manage customer information and commercial opportunities	Essential	App/CV/ Interview
Personal Attributes		
E7 A proactive, customer-focused approach, with strong organisational skills and the ability to manage multiple priorities and progress opportunities through to conclusion	Essential	App/CV/ Interview
Other Relevant Factors		
E8 Willingness to travel within the UK to support customer engagement and other work activities	Essential	App/CV/ Interview
D5 Valid UK driving licence	Desirable	App/CV/ Interview

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Interviews

Formal interviews for this post will be held on a date to be confirmed.

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (http://www.strath.ac.uk/hr/workforus).

Informal enquiries about the post can be directed to Steven Halliday, Head of Business Growth (steven.halliday@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: Conditions of Employment.

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our Rewards and Benefits webpage.

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
    - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
    - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
    - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.

- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from Payroll and Pensions.

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. Our Values have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

Athena Swan
Silver Award
GENDER CHARTER

disability confident
EMPLOYER

CARER POSITIVE
Employer in Scotland
EXEMPLARY

Happy to talk
Flexible
Working

MISCARRIAGE ASSOCIATION
Proud to have signed
The Pregnancy
Loss Pledge

Working Families
Employer
Member
2025 - 2026

HR EXCELLENCE IN RESEARCH

ARMED FORCES
COVENANT

Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/policies/. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/staff/policies/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/staff/policies/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to 11 public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for 4 additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to 5 days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of 5 days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	**Full Pay**	**Half Pay**
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2026 is £74,208 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: https://www.uss.co.uk/for-members/youre-a-new-joiner. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions SharePoint (staff login required). Full information regarding USS can be found on the USS website – www.uss.co.uk.

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/staff/policies/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised April 2026